

Supplementary Information for Legislative Review

1992 - 1993 Departmental Expenditure Estimates

**Manitoba
Civil Service
Commission**
Employee
Benefits



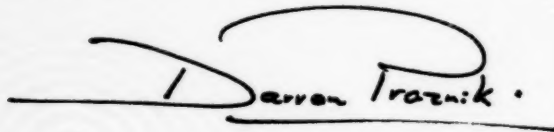
**EMPLOYEE BENEFITS AND OTHER PAYMENTS
SUPPLEMENTARY INFORMATION
FOR
LEGISLATIVE REVIEW
1992/93 EXPENDITURE ESTIMATES**



PREFACE

This Supplement has been produced by the Civil Service Commission to provide additional detailed information and clarification to the Printed Main Estimates. The purpose is to provide background on the Employee Benefits and Other Payments which will complement the information contained in the Printed Main Estimates. It is hoped that this additional information will assist members of the Legislature with the Estimates Review.

The contents of this Supplement are organized into three parts. The first part provides a Departmental Overview including statutory responsibilities and expenditure summaries for the 1992/93 fiscal year. The information in Part 2 provides detailed financial information for each of the Benefit Plans. Finally, Part 3 provides historical information consisting of a five year expenditure by Sub-appropriation for the years ending March 31, 1989 to March 31, 1993.

A handwritten signature in black ink, reading "Darren Praznik". The signature is stylized with a large, sweeping initial 'D' and a horizontal line extending to the left. A period follows the name.

Honourable Darren Praznik
Minister Responsible For
The Civil Service Act

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PART I
DEPARTMENTAL OVERVIEW

EMPLOYEE BENEFITS AND OTHER PAYMENTS

MINISTER

HONOURABLE DARREN PRAZNIK

CIVIL SERVICE COMMISSIONER

PAUL HART

SCHEDULE 1

**STATUTORY RESPONSIBILITIES OF THE
MINISTER RESPONSIBLE
FOR
EMPLOYEE BENEFITS AND OTHER PAYMENTS**

The Civil Service Act

SCHEDULE 2

ADJUSTED VOTE 1991/92	EMPLOYEE BENEFITS AND OTHER PAYMENTS	YEAR ENDING MARCH 31, 1993
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**EXPENDITURE SUMMARY
BY MAIN APPROPRIATION**

\$ 80,385,300	1. Employee Benefits and Other Payments.....	\$ 90,502,200
\$ 80,385,300	TOTAL FOR EMPLOYEE BENEFITS AND OTHER PAYMENTS.....	\$ 90,502,200

Reconciliation Statement

Details	1991-92 Estimates
1991-92 Main Estimates	\$ 77,851,200
Transfer of functions from: - Health	2,534,100
1991-92 Adjusted Vote	\$ 80,385,300

SCHEDULE 3

EMPLOYEE BENEFITS AND OTHER PAYMENTS
EXPENDITURE SUMMARY

ELEMENT	ADJUSTED VOTE 1991/92	YEAR ENDING MARCH 31, 1993
CIVIL SERVICE SUPERANNUATION ACT	\$ 22,923,700	\$ 28,372,100
CANADA PENSION PLAN	11,652,300	14,434,700
CIVIL SERVICE GROUP LIFE INSURANCE	2,175,200	2,145,700
WORKERS' COMPENSATION BOARD		
(1) Assessments Re: Accidents to Government Employees	\$ 3,861,000	\$ 3,825,500
(2) Less: Recoverable from other Appropriations	3,517,500	3,300,500
	343,500	525,000
UNEMPLOYMENT INSURANCE/EMPLOYER TAX	20,890,800	22,828,800
DENTAL PLAN	5,450,000	5,179,100
LONG TERM DISABILITY PLAN	1,390,000	1,699,600
AMBULANCE & HOSPITAL SEMI-PRIVATE PLAN	410,000	353,100
LEVY FOR HEALTH AND POST SECONDARY EDUCATION	15,149,800	14,964,100
TOTAL FOR EMPLOYEE BENEFITS AND OTHER PAYMENTS	\$ 80,385,300	\$ 90,502,200

PART 2
PROGRAM AND FINANCIAL INFORMATION

ADJUSTED VOTE 1991/92	EMPLOYEE BENEFITS AND OTHER PAYMENTS DETAILS OF APPROPRIATION	YEAR ENDING MARCH 31, 1993	RESOLUTION NO.
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\$ 80,385,300	EMPLOYEE BENEFITS AND OTHER PAYMENTS Current Operation Expenditures.....	\$ 90,502,200	33
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These plans provide certain benefits to employees of the Manitoba Government and its various boards, commissions and agencies, as required by legislation or agreement. The Civil Service Commission carries out the financial responsibilities of the employer in the following areas:

			Reference No.
(a) 22,923,700	Civil Service Superannuation Act.....	28,372,100	1
(b) 11,652,300	Canada Pension Plan.....	14,434,700	2
(c) 2,175,200	Group Life Insurance Plan.....	2,145,700	3
(d) 343,500	Workers' Compensation Board.....	525,000	4
(e) 20,890,800	Unemployment Insurance/ Employer Tax.....	22,828,800	5
(f) 5,450,000	Dental Plan.....	5,179,100	6
(g) 1,390,000	Long Term Disability Plan.....	1,699,600	7
(h) 410,000	Ambulance and Hospital Semi-Private Plan.....	353,100	8
(f) 15,149,800	Levy for Health & Post Secondary Education.....	14,964,100	9

REFERENCE NO. 1

\$ 22,923,700	CIVIL SERVICE SUPERANNUATION PLAN....	\$ 28,372,100
	o This act provides a pension plan for all eligible civil servants. The Civil Service Commission reimburses the Civil Service Superannuation Board the employer's share (50%) of pensions paid to retired civil servants, including the annual cost of living increase.	

REFERENCE NO. 2

\$ 11,652,300	CANADA PENSION PLAN.....	\$ 14,434,700
	o As required by the Canada Pension Plan Act, the Civil Service Commission pays the employer's matching contribution to the Canada Pension Plan for all eligible civil servants.	

REFERENCE NO. 3

\$ 2,175,200

CIVIL SERVICE GROUP LIFE INSURANCE.....

\$ 2,145,700

- o The Public Servants Insurance Act provides for basic insurance coverage, including group life and accidental death and dismemberment insurance, for all eligible civil servants. The Civil Service Commission pays 1/3 of the cost of this plan on behalf of the government.

REFERENCE NO. 4

\$ 343,500

WORKERS' COMPENSATION BOARD.....

\$ 525,000

- o As required by the Workers' Compensation Act, the Civil Service Commission remits to the Workers' Compensation Board, assessments applicable to government employees injured at work and then recovers amounts from other departments in respect of their employees.

REFERENCE NO. 5

\$ 20,890,800

UNEMPLOYMENT INSURANCE/EMPLOYER TAX.....

\$ 22,828,800

- o As required by the Unemployment Insurance Act and federal Wage Claims Protection Act Tax, the Civil Service Commission pays the employer's share of premiums on behalf of all civil servants to the Unemployment Insurance Fund.

REFERENCE NO. 6

\$ 5,450,000

DENTAL PLAN.....

\$ 5,179,100

- o As negotiated under various collective agreements or as provided in the Regulations under the Civil Service Act, the Dental Plan provides coverage for basic and major restorative dentistry to all eligible civil servants. The Civil Service Commission reimburses the plan carrier (Manitoba Blue Cross) for payments made to government employees under the plan as well as an administrative fee.

REFERENCE NO. 7

\$ 1,390,000

LONG TERM DISABILITY PLAN.....

\$ 1,699,600

- o As negotiated under various collective agreements or as provided by contract between the government and an insurance company, the LTD Plan provides partial income protection to eligible employees. The Civil Service Commission reimburses the plan carrier for payments made to government employees under the plan as well as administrative fees and expenses.

REFERENCE NO. 8

\$ 410,000

AMBULANCE AND HOSPITAL
SEMI-PRIVATE PLAN.....

\$ 353,100

- o As negotiated under various collective agreements, the Supplementary Health Plan provides for Ambulance and Hospital Semi-Private Plan to all eligible civil servants. The Civil Service Commission forwards a premium payment to the plan carrier (Manitoba Blue Cross) based on the number of eligible employees.

REFERENCE NO. 9

\$ 15,149,800

LEVY FOR HEALTH AND POST-
SECONDARY EDUCATION.....

\$ 14,964,100

- o Provides for the payment to the Department of Finance as required by the Health and Post-Secondary Education Tax Levy Act. Under this Act, an employer is to pay a tax levy of 2 1/4 percent of salaries.

PART 3
HISTORICAL INFORMATION

EMPLOYEE BENEFITS AND OTHER PAYMENTS
FIVE YEAR EXPENDITURE BY SUB-APPROPRIATION (\$000)
FOR YEARS ENDING MARCH 31, 1989 - MARCH 31, 1993

	ACTUAL EXPENDITURES			ADJUSTED VOTE		MAIN ESTIMATES	
	1988/89	1989/90	1990/91	1991/92	1992/93		
	SY	SY	SY	SY	SY	SY	SY
Civil Service Super-annuation Plan	15,251.7	17,941.8	20,471.6	22,923.7		28,372.1	
Canada Pension Plan	8,008.8	9,208.2	10,164.0	11,652.3		14,434.7	
Group Life Insurance Plan	1,918.5	1,979.6	2,036.6	2,175.2		2,145.7	
Workers Compensation	2,152.8	1,240.8	588.7	343.5		525.0	
Unemployment Insurance/Employer Tax	13,816.6	13,105.1	15,919.3	20,890.8		22,828.8	
Dental Plan	4,277.2	4,662.0	4,827.3	5,450.0		5,179.1	
Long Term Disability Plan	659.2	929.5	1,042.5	1,390.0		1,699.6	
Ambulance and Hospital Semi-Private Plan	125.8	366.8	374.1	410.0		353.1	
Levy for Health and Post-Secondary Education	13,055.4	13,928.3	14,364.8	15,149.8		14,964.1	
TOTAL	59,266.0	63,362.1	69,788.9	80,385.3		90,502.2	